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## Regression Analysis of Effective Factors on increasing Factors on trainer's motivation of the Red Crescent Society (A Case Study, Ilam, Iran)

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### Abstract

Without doubt, the Red Crescent Society will play its role in the implementation of healthy people and developed effectively which, can be used volunteer group of people to achieve their predetermined goals. This research has been done with the aim of Regression Analysis of increasing Factors on trainer's motivation of the Red Crescent Society in Ilam Province. On the based on research goals, the type of current Research is applied research and Due to impossibility of controlling the research Variables, the Research is quasi- Experimental Research and in terms of research methodology is the type of Casual – Relative Research. A research made questionnaire was used as the mail tool for gathering data. The face and content validity of the questionnaire were confirmed by a group of university professors and Cooperatives Experts. Also the Reliability of the questionnaire was confirmed through calculating the kronbach alfa coefficient ( $\alpha = .90$ ). Statistical Society of this study was included active trainer's entire teacher of Red Crescent Society of ilam Province. The sample size was chosen to 50 the number of Trainers to help census sampling. Data processing was performed using SPSS statistial software, as well as descriptive estatistics (central and inferential indexes) and analytical statistices (correlation coefficients, Multi- regression analysis). The correlation coefficient results show that there is significant relationship between the variables contextual, Managerial, Environmental, Personality, Occupational, Comparison, and Motivational Factors with Increasing Motivation of Trainer's Teacher of Red Crescent Society of ilam Province. multiple regression analysis results in the 6 stage showed that varriables like Managerial, Environmental, Personality, Occupational, Comparison, and Motivational Factors have positive effect on the dependent variable of Increasing Motivation of Trainer's Teacher of Red Crescent Society of ilam Province, describing 98% of the changes of the mentioned dependent variable.

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## 1. Introduction

The human in all organizations including: industrial, commercial and service is considered as one of the most important factors in achieving the goals. For increasing the efficiency and productivity as much as the human factor must be recognized in him the motivation factors. (Alavi, 2007). So, for every manager in the organization, awareness of the issue of staff motivation is very necessary. (Rahnavard, 2009). One of the Major strategies in the Red Crescent of Islamic Republic of Iran is Capacity building for Using of Human Capital for doing services and Practical Training. Instructor's role is very important in increasing the efficiency of the Red Crescent Society volunteers. Their Minimal Role is changing Participatory Culture in Society into Cultural Norms. Without doubt, the Red Crescent Society will play its role in the implementation of healthy people and developed effectively which, can be used volunteer group of people to achieve their predetermined goals. Accordingly, the main research question is what factors play a role in increasing the motivation of teachers' of The Red Crescent Society?

## 2. Literature Review And Hypotheses

### 2.1. Literature Review:

Many researches have been done In the Iran and other Countries Regarding Motivational Factors. In the Research of (Yadavar, 2005), Social needs (need for achievement, need to belong and the need for power), Interest in the job, the organizational vision, job value, quality supervision, evaluation and participation in decision making have been the most important motivational factors. In the research of (Hosseini, 2008) Variable such as Age, work experience, education Level, Organizational Level, gender and income have been effective in motivating the employees. In the (Eskandari, 2010) Research, There is no significant relationship between job satisfaction and variables such as the nature of the work, manager's supervisory style, colleagues behavior in the workplace. In the Research of (Arayesh, 2011), Achievement motivation is defined based on four factors: responsibility, competitiveness, hard work, and goal oriented. (Rasolzadeh and Samari, 2008) have divided Job motivation factors in three categories: organizational factors such as participation in decision making, employment benefits, given the responsibility and supervisory, the supervisory quality, personal factors like self-esteem and job. (Ballout, 2007) in his Research, has divided Job Satisfaction to Internal factors (Intellectual Factors such as a sense of person to self-job and his reaction to the job) and external dimensions (job performance, and promoting Person professional Status). (Arayesh, 2011) In their studies are considered the most important motivation for volunteering activities includes: values, Recognition, Vocation, development and support. (Nourbaksh, 2008) in their studies, Came to this conclusion that progress is a joint function of the skill and Animus. (Rahimi, 2009) In their research, have pointed to the effect of five factors in the Increasing of people motivation: contextual, content, comparison, management, and demographic Factors in the. (Amiable, 2004) in his research report, has declared Factors such as: decision-making ability, competence and participation in work and the curiosity sense as Internal Motivation Factors and the atmosphere of competition, evaluation and doing of the work as External Motivational Factors. This research has been done with the aim of Analysis of increasing Factors on trainer's motivation of the Red Crescent Society in Ilam Province.

### 2.2. Reserach Hypothesis

In this study six main hypotheses are analyzed:

1. Contextual factors are effective on Motivation of educational trainers of the Red Crescent Society.
2. Managerial Factors are effective on Motivation of educational trainers of the Red Crescent Society.
3. Environmental Factors are effective on Motivation of educational trainers of the Red Crescent Society.
4. Personality Factors are effective on Motivation of educational trainers of the Red Crescent Society.
5. Occupational Factors are effective on Motivation of educational trainers of the Red Crescent Society.
6. Comparison Factors are effective on Motivation of educational trainers of the Red Crescent Society.

### 3. Methodology

#### 3.1. Research Goal

This research has been done with the aim of Analysis of increasing Factors on trainer's motivation of the Red Crescent Society in Ilam Province. To test the propositions, a field survey using questionnaires was conducted.

#### 3.2. Sample and Data Collection

On the based on research goals, the type of current Research is applied research and Due to impossibility of controlling the research Variables, the Research is quasi- Experimental Research and in terms of research methodology is the type of Casual – Relative Research. A research made questionnaire was used as the main tool for gathering data. The face and content validity of the questionnaire were confirmed by a group of university professors and Cooperatives Experts. Also the Reliability of the questionnaire was confirmed through calculating the kronbach alfa coefficient ( $\alpha = .90$ ). Statistical Society of this study was included active trainer's entire teacher of Red Crescent Society of ilam Province. The sample size was chosen to 50 the number of Trainers to help census sampling.

#### 3.3. Analyses and Results

The data analysis task was done using the SPSS software application and it was carried out in two levels; namely descriptive statistics (center-oriented statistics and distribution) and analytical statistics (Spearman's Correlation Coefficient in order to test the correlational hypotheses of the research) and multiple regression analysis in order to determining of overall impact of Independent variable on the variances of dependent variable.

### 4. Result and Discussion

#### 4.1. Correlation Studies (Relationships between variables)

In the current study Spearman's Correlative Coefficient is used for testing correlational hypotheses of the study namely the relationship between Contextual, Managerial, Environmental, Personality, Occupational and Comparison factors with the variable of the motivation of educational trainers of the red Crescent Society. The obtained results are summarized in Table 1.

Table 1. The Correlation Coefficient among the Research Variables

Hypothesis	The first variable	The second variable	r	P value	Result
1	Contextual Factors	Motivation of educational trainers	.43*	.01	H <sub>1</sub> Accepted
2	Managerial Factors	Motivation of educational trainers	.84**	.000	H <sub>1</sub> Accepted
3	Environmental Factors	Motivation of educational trainers	.73**	.000	H <sub>1</sub> Accepted
4	Personality Factors	Motivation of educational trainers	.85**	.000	H <sub>1</sub> Accepted
5	Contextual Factors	Motivation of educational trainers	.79**	.000	H <sub>1</sub> Accepted
6	Comparison Factors	Motivation of educational trainers	.62**	.000	H <sub>1</sub> Accepted

According to the results relationship between the variables in Table 1 can be said that there is significant relationship between Contextual, managerial, environmental, personality, Occupational, and Comparison variables with Motivation of educational trainers of Red Crescent. Conclusion.

#### 4.2. Multiple regression analysis

At this stage for evaluating the collective role of the independent variables on the dependent variable, stepwise multiple regression analysis has been used. In stepwise method, the most powerful variables introduced into the regression equation one at a time and this continues until the significance test error reaches to 5%. Table (2) and (3) show the results of the regression analysis. After considering the relationships between the research variables and the main variable, six variables were introduced into the multiple regression equation, respectively mentioned as follows:

**Step 1:** At this stage, the first variable, that is Occupational factors was introduced into the regression equation, meaning that this variable has had the greatest effect; the correlation coefficient, coefficient of determination and the adjusted determination coefficient were calculated as equal to  $R=0.90$ ,  $R^2=0.81$  and  $R^2_{adj}=0.80$  respectively. On the other hand, the value of  $f$  obtained from variation analysis is significant at  $P=0.000$  level; so it can be said that Occupational factors' variable alone contributes to about 80% of variations in the dependent variable of trainer's Motivation of the Red Crescent Society. The regression equation of the first step is:  $y=4.19x_1+27.13$

**Step 2:** At this stage, after the Occupational factors, the personality factors were entered into the equation; in this stage the correlation coefficient, coefficient of determination and the adjusted determination coefficient were calculated as equal to  $r=0.95$ ,  $R^2=0.91$  and  $R^2_{adj}=0.91$  respectively. Furthermore, the  $f$  value obtained from variation analysis is significant at  $P=0.000$  level; based on the findings, the Occupational and personality factors' variables contribute to 91% of variations in the dependent variable. The regression equation of the second step is:  $y=2.73x_1+1.69x_2+2.30$

**Step 3:** At this stage, after introducing the occupational and personality factors, the environmental factors variable was introduced into the multivariate regression equation; in this stage the correlation coefficient, coefficient of determination and the adjusted determination coefficient were calculated as equal to  $R=0.98$ ,  $R^2=0.96$  and  $R^2_{adj}=0.95$  respectively. Also, the obtained  $f$  value is significant at  $P=0.000$  level; considering the obtained coefficient of determination, it can be said that the occupational, personality and environmental factors' variables contribute to 95% of variations in the dependent variable. The regression equation of the third step is:  $y=1.58x_1+1.57x_2+1.86x_3-9.94$

**Step 4:** At this stage, after the previous variables, the Comparison factors variable was introduced into the multivariate regression equation; in this stage the correlation coefficient, coefficient of determination and the adjusted determination coefficient were calculated as equal to  $R=0.98$ ,  $R^2=0.97$  and  $R^2_{adj}=0.96$  respectively. Also, the obtained  $f$  value is significant at  $P=0.000$  levels; it can be said that the occupational, personality, environmental and comparison factors' variables contribute to 96% of variations in the dependent variable the regression equation of the forth step is:  $y=1.17x_1+1.56x_2+1.64x_3+1.95x_4-5.75$

**Step 5:** At this stage, after the previous variables, the Managerial factors variable was introduced into the multivariate regression equation; in this stage the correlation coefficient, coefficient of determination and the adjusted determination coefficient were calculated as equal to  $R=0.99$ ,  $R^2=0.98$  and  $R^2_{adj}=0.97$  respectively. Also, the obtained  $f$  value is significant at  $P=0.000$  level; it can be said that the occupational, personality, environmental, comparison and managerial factors' variables contribute to 97% of variations in the dependent variable the regression equation of the forth step is:  $y=1.00x_1+1.37x_2+1.27x_3+1.95x_4+1.26x_5-8.29$

**Step 6:** At this stage, after the previous variables, the contextual factors variable was introduced into the multivariate regression equation; in this stage the correlation coefficient, coefficient of determination and the adjusted determination coefficient were calculated as equal to  $R=0.99$ ,  $R^2=0.98$  and  $R^2_{adj}=0.98$  respectively. Also, the obtained  $f$  value is significant at  $P=0.000$  level; it can be said that the occupational, personality, environmental, comparison, managerial and contextual factors' variables contribute to 98% of variations in the dependent variable the regression equation of the forth step is:

$$y=.87x_1+1.36x_2+1.14x_3+1.88x_4+1.27x_5+1.46x_6-8.72$$

Table2. Sumery Model

Model	r	R <sup>2</sup>	Adjusted R <sup>2</sup>	Approximation standard deviation	R <sup>2</sup> changes	F variations significance level	Durbin-Watson
1	.90	.81	.80	9.98	.427	.000	2.20
2	.95	.91	.91	6.67	.199	.000	
3	.98	.96	.95	4.62	.028	.000	
4	.98	.97	.96	4.02	.010	.000	
5	.99	.98	.97	3.27	.12	.000	
6	.99	.98	.98	2.94	.10	.000	

Table3. Coefficient of the Variables Introduced into the regression equation

Model	Variable	B		Beta	T	Sig	Co-linearity test	
		B	Standard error				Tolerance	vif
1	Occupational constant	4.19 27.137	18.904 .355	.90 ----	11.817 1.43	.000	1.00	1.000
2	Occupational	2.73	.32	.58	8.32	.000	1.00	1.000
	Personality	1.69	.26	.45	.45			
	constant	2.30	13.2	---	.17			
3	Occupational	1.58	.30	.34	5.27	.000		
	Personality	1.57	.18	.42	8.50			
	Environmental	1.86	.31	.34	5.86		.99	1.000
	constant	-9.94	9.40	----	-1.05			
4	Occupational	1.17	.29	.25	4.05	.000	1.00	1.000
	Personality	1.56	.16	.41	9.67			
	Environmental	1.64	.28	.30	5.79			
	Comparison	1.95	.59	.16	3.26			
	constant	-5.75	8.27	---	-.69			
5	Occupational	1.00	.24	.21	4.20	.000		
	Personality	1.37	.13	.36	9.87			
	Environmental	1.27	.24	.23	5.12			
	Comparison	1.95	.48	.16	4.01		.99	1.000
	Managerial	1.26	.31	.17	3.98			
	constant	-5.29	6.75	---	-10.2			
6	Occupational	.87	.22	.18	3.98	.000	1.00	1.000
	Personality	1.36	.12	.36	10.8			
	Environmental	1.14	.22	.21	5.02			
	Comparison	1.88	.43	.15	4.31			
	Managerial	1.27	.28	.17	4.47			
	Contextual	1.46	.52	.08	2.76			
	constant	-8.72	6.07	----	-1.43			

## 5. Conclusion

This research was done with the aim of regression analysis of factors increasing trainer's motivation of the Red Crescent of Ilam Province. In the present study, the Spearman correlation coefficient was used for assessing the relationship between the research variables in accordance with the employed scales. The results relationship between the variables show that there is significant relationship between Contextual, managerial, environmental, personality, Occupational, and Comparison variables with Motivation of educational trainers of Red Crescent. But according to the calculated coefficient, there is not significant relationship between variables: age, gender, marital status, Experience working with the Red Crescent, Level of education and Motivation of educational trainers of Red Crescent. Research results of (Yadavar, 2005; Rahnavard, 2009; Arayesh, 2011; Nourbaksh, 2008; Rahimi, 2009; Samari & Rasolzadeh, 2008; Ballout, 2007; Hosseini, 2008; Eskandari, 2010; Alavi, 2007; Amiable, 2004) have confirmed the results of this study. multiple regression analysis results in the 6 stage showed that variables like Managerial, Environmental, Personality, Occupational, Comparison, and Motivational Factors have positive effect on the dependent variable of Increasing Motivation of Trainer's Teacher of Red Crescent Society of ilam Province, describing 98% of the changes of the mentioned dependent variable.

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